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STATE MINIMUM WAGE LEGISLATION, A WEAPON IN THE WAR ON POVERTY.

WOMENS BUREAU, WASHINGTON, D.C. (DEPT. OF LABOR)

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CENSUS DATA SHOW THAT POVERTY IS OFTEN THE RESULT OF SERIOUS WAGE INADEQUACIES. IN 1964, NEARLY ONE-FIFTH OF THE MORE THAN 47.5 MILLION FAMILIES IN THE NATION HAD INCOMES UNDER $3,000. MINIMUM WAGE LEGISLATION HELPS TO ELIMINATE POVERTY BY SETTING A FLOOR FOR WAGES. FEWER THAN 30 MILLION OF THE MORE THAN 47 MILLION NONSUPERVISORY EMPLOYEES IN PRIVATE INDUSTRY ARE COVERED BY THE FEDERAL LABOR STANDARD ACT OF 1938, AS AMENDED. MORE THAN 17.5 MILLION MUST LOOK TO STATE LEGISLATION FOR PROTECTION. A TOTAL OF 38 STATES, THE DISTRICT OF COLUMBIA, AND PUERTO RICO HAVE MINIMUM WAGE LAWS ON THE STATUTE BOOKS. THE APPENDIX INCLUDES (1) TABULAR DATA FOR LAUNDRY AND CLEANING SERVICE EMPLOYEES, EATING AND DRINKING PLACE EMPLOYEES, AND NURSING HOME AND RELATED FACILITIES EMPLOYEES EARNING LESS THAN $1.25 AN HOUR, AND HOTEL AND MOTEL EMPLOYEES EARNING LESS THAN $1.30 AN HOUR, BY REGION, STANDARD METROPOLITAN AREA, AND SEX FOR JUNE 1963, (2) A CHECKLIST ON STANDARDS SET BY STATE MINIMUM WAGE LAWS, AND (3) THE MINIMUM WAGE STATUS OF 50 STATES, DISTRICT OF COLUMBIA, AND PUERTO RICO. (FS)

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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STATE MINIMUM WAGE LEGISLATION

A Weapon in the War on Poverty

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U.S. DEPARTMENT OF LABOR
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STATE MINIMUM WAGE LEGISLATION
A WEAPON IN THE WAR ON POVERTY

What About Poverty?

Who are the poor who prick our national conscience? They are the unemployed, the sick, the aged, the disadvantaged youth. They are also the working poor--those who have jobs at which they usually work full time but are still unable to earn enough for the bare essentials of life.

Census data show that poverty is often the result of serious wage inadequacies. In 1964, nearly one-fifth of the more than 47½ million families in our Nation had incomes under $3,000. Of the 8.4 million such families:

Almost one-half had 1 family member employed.
About one-fifth had 2 family members employed.
Nearly 300,000 families were impoverished despite the fact that 3 or more members were earners.
The remaining families had no wage earners.

2 MILLION FAMILIES LIVED IN POVERTY IN 1964 DESPITE THE FACT THAT THE HEAD OF THE HOUSEHOLD WORKED AT A FULL-TIME JOB 50 to 52 WEEKS.

The plight of the working poor is shown also by data on average income in 1964 for 38½ million men and more than 14 million women employed at full-time jobs for 40 weeks or more during the year:

Among the men--

Nearly 5 million, 12 percent, earned less than $3,000.
3½ million, 9 percent, earned less than $2,500.
Almost 2½ million, 6 percent, earned less than $2,000.

Among the women it was even worse--

More than 5 million, 36 percent, earned less than $3,000.
Almost 4 million, 25 percent, earned less than $2,500.
More than 2 million, 15 percent, earned less than $2,000.

How Does Minimum Wage Legislation Help To Eliminate Poverty?

Minimum wage legislation attacks the root of the poverty problem by setting a floor for wages. It promotes maintenance of a minimum standard of living necessary for the health, efficiency, and general well-being of the worker.

The legislation promotes a healthy economy by making money available for consumer goods.

> THE WORKER WHO RECEIVES AN ADEQUATE WAGE NOT ONLY LIVES BETTER HIMSELF BUT ALSO CREATES A DEMAND FOR MORE GOODS AND SERVICES THAT RESULTS IN MORE WORK FOR OTHERS.

Does Minimum Wage Legislation Result in Other Benefits?

Yes. It provides:

For the worker--a sense of worth and human dignity; standards for working conditions; self-support in place of welfare payments.

For the employer--freedom from unfair competition of other employers who undercut wage rates; more buyers for his product; better relations with his workers; incentive to greater efficiency in management as a means of reducing production costs.

For the taxpayer--a smaller relief load; more people to share the tax burden; a more prosperous economy.

Is There a Federal Minimum Wage Law?

The Federal Fair Labor Standards Act of 1938, as amended, sets a minimum wage of $1.25 an hour for most covered workers and requires overtime pay of not less than one and one-half times the worker's regular rate for hours worked in excess of 40 a week.

The Federal law applies to employees engaged in interstate commerce or in the production of goods for interstate commerce--primarily in manufacturing, communication, transportation, mining, and wholesale trade--and to employees in certain large enterprises that are so engaged--primarily large retail enterprises.

Millions of workers are outside the scope of coverage of the Federal Fair Labor Standards Act because they work in jobs that are primarily "intrastate" in nature, and others are specifically exempt.1/ Exempt employees include:

Executive, administrative, and professional employees and outside salesmen.

Employees of certain retail or service establishments that make most of their sales within the State, such as:
Hotels, motels, restaurants, motion picture theaters, seasonal amusement and recreation establishments, hospitals, and nursing homes.

Employees of certain laundries and drycleaning establishments.

Employees engaged in agriculture.

LESS THAN 30 MILLION OF THE MORE THAN 47 MILLION NONSUPERVISORY EMPLOYEES IN PRIVATE INDUSTRY ARE COVERED BY THE FEDERAL LAW. MORE THAN 17½ MILLION MUST LOOK TO STATE LEGISLATION FOR PROTECTION.

Who Should Be Covered by a State Law?

Workers who need it most are those employed in the trade and service industries, such as:

Restaurants
Hotels and motels
Laundries and drycleaning establishments
Hospitals, nursing homes, and health occupations
Small retail stores
Theaters and other places of amusement
Building cleaning services
Repair services, such as shoe repair shops and tailoring shops
Beauty parlors
Car repair, gasoline stations, parking service
Other low-paid service occupations

1/ The U.S. House of Representatives, on May 26, 1966, passed a bill which makes extensive changes in the Federal Fair Labor Standards Act. If enacted, approximately 8 million additional workers will be brought under coverage.

In many areas, workers in these industries are poorly organized in trade unions, have little individual bargaining power, and must depend on State laws for adequate standards of wages and working conditions.

Are Workers in These Occupations Actually Paid Low Wages?

Studies made over the years have shown that many workers in trade and service industries are paid wages inadequate to maintain their health and well-being. Recent surveys of the U.S. Department of Labor reemphasize these inadequacies. They show that substantial proportions of workers in the industries studied, and especially women, earned less than $1.00 an hour; even larger proportions earned under $1.25 an hour. For example, among nonsupervisory employees in laundry and cleaning services, 31 percent of the women earned less than $1.00 an hour and 61 percent earned less than $1.25 an hour. The comparable percentages for men employees were 9 percent and 27 percent, respectively. Additional information on earnings in this and other low-wage industries by region and by standard metropolitan area is in appendix A.

Is Minimum Wage Legislation a New Idea?

Decidedly not. The first State minimum wage law was enacted in Massachusetts in 1912, over a half century ago. Today three-fourths of the States have such laws. The Federal Fair Labor Standards Act was passed in 1938, more than a quarter century ago. By now the principle of minimum wage legislation is thoroughly established. The constitutionality of such legislation, both State and Federal, has been upheld by the U.S. Supreme Court.

States With Minimum Wage Laws

A total of 38 States, the District of Columbia, and Puerto Rico have minimum wage laws on the statute books. This includes three States with wage board laws under which no rates are currently in effect--Illinois, Kansas, and Louisiana.

The roster:

Alaska
Arizona
Arkansas
California
Colorado
Connecticut
Delaware
District of Columbia
Hawaii
Idaho
Illinois
Indiana
Kansas
Kentucky
Louisiana
Maine
Maryland
Massachusetts
Michigan
Minnesota
Nevada
New Hampshire
New Jersey
New Mexico
New York
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania
Puerto Rico
Rhode Island
South Dakota
Utah
Vermont
Washington
West Virginia
Wisconsin
Wyoming

The other 12 States have no minimum wage laws on the books:

Alabama	Mississippi	South Carolina
Florida	Missouri	Tennessee
Georgia	Montana	Texas
Iowa	Nebraska	Virginia

Are There Different Types of Minimum Wage Laws?

Laws are classified in accordance with methods used in establishing the minimum wage rate. There are three basic types of laws:

1. Laws in which the rate is fixed by the legislature in the statute itself are known as "statutory" rate laws. About one-third of the jurisdictions have such laws.

2. Laws that authorize the Labor Commissioner to set a rate based on recommendations of a tripartite wage board, usually on an industry or occupation basis, are called "wage board" laws. More than one-third of the jurisdictions have them.

3. A combination of the two methods, where a rate is established by the statute and the Labor Commissioner is authorized to set wage and other standards by wage board action, are known as "statutory and wage board laws." A few States authorize a committee or board, sometimes called a wage adjustment board, not to change the basic rate, but to determine the amounts of deductions or allowances (such as tips) or to establish subminimum rates for certain categories of employees (such as learners).

What Should a Good State Minimum Wage Law Do?

At the very least, the law should:

Cover men and women
Apply to virtually all workers, particularly those in all low-paid occupations
Set a minimum wage of at least $1.25 an hour
Require overtime at not less than one and one-half times the worker's regular rate after 40 hours a week
Provide for adequate enforcement

The U.S. Department of Labor makes available draft bills that incorporate the basic minimum wage standards recommended by the Department, namely: Broad industry coverage of men, women, and minors; a statutory minimum, either with or without wage board procedure. The statutory minimum is basic, but the addition of wage board procedure provides flexibility and makes possible participation by employers, workers, and the public in improving standards without additional legislative action. The State itself, of course, must determine which type of bill will best meet its need and will have the best chance for favorable action by the legislature.

TODAY'S CHALLENGE:

TO GET THE BEST POSSIBLE MINIMUM WAGE STANDARDS ON THE BOOKS IN ALL STATES

Where Are We Now?

12 States have no laws on the books.
Of the 40 jurisdictions with laws:

14 jurisdictions apply only to women and/or minors and do not cover men.
15 jurisdictions do not set a statutory rate.
3 States do not have minimum rates in effect for any occupation.
15 jurisdictions have statutory rates lower than $1.25 an hour.
In many States wage orders set wage floors far below the poverty line.
Only 3 States provide for statutory overtime pay after 40 hours of work.

Although numerous States with wage board laws require payment of overtime pay after specified hours, only 3 States have a requirement on premium pay after 40 hours of work in most of their wage orders.

Unfortunately, all laws include some exemptions from coverage of the statutory rate, and some laws have many exemptions. Typical exemptions are:

Establishments with fewer than a specified number of workers.
Employees in hospitals and nursing homes; in nonprofit organizations; in theaters.

(For State minimum wage standards and rates see appendixes B and C.)

Recent Progress

We are in a "breakthrough" period on State minimum wage legislation. Legislatures are taking action.

In 1964 - Michigan enacted a minimum wage law, the first State to do so in 5 years.

In 1965 - 3 States--Delaware, Indiana, and Maryland--passed minimum wage laws for the first time.
Oklahoma, with an inoperative wage board law, passed a new statutory rate law.
2 States amended their existing laws to bring men under coverage.
6 States increased their statutory rates.

In 1966 - West Virginia enacted a minimum wage law.
2 States amended their existing laws to bring men under covarage.

How Was This Accomplished?

In many cases, women's organizations provided the leadership:

They sought the cooperation of other groups and of public-spirited citizens. Frequently they helped to organize a citizen's committee to spearhead an educational program.

They collected the facts--as related to their State--to support the need for a law.

They used the resources of the U.S. Department of Labor and the many interested State agencies--the State Labor Department, the State Employment Service, State welfare agencies, and others.

They decided on the type of minimum wage bill to support.

They organized seminars, conferences, and other educational forums.

They held public meetings throughout the State.

They got press coverage and appeared on television and radio programs.

They prepared leaflets and gave them the widest possible distribution.

They contacted their legislators.

They appeared at legislative hearings and presented an effective case for enactment of a minimum wage law.

The Right Time for Action

National women's organizations continue to work for legislation to safeguard the welfare of wage earners, both men and women. Governors of 48 States and the Virgin Islands have established Commissions on the Status of Women on which these organizations are represented. Practically all Commissions that have reported to their Governors to date have recommended minimum wage legislation, including enactment of laws in States that do not have them and amendments to strengthen existing laws.

These organizations, and the groups and individuals cooperating with them, provide the focus for educational efforts directed toward enactment of effective minimum wage laws.

The Poverty Program Provides the Incentive

In his message to Congress on March 16, 1964, President Johnson pointed out what poverty means to those who endure it:

> . . . It means a daily struggle to secure the necessities for even a meager existence. It means that the abundance, the comforts, the opportunities they see all around them are beyond their grasp.

And also what the elimination of poverty can mean to the Nation as a whole:

> . . . Our history has proved that each time we broaden the base of abundance, giving more people the chance to produce and consume, we create new industry, higher production, increased earnings, and better income for all.
>
> Giving new opportunity to those who have little will enrich the lives of all the rest.

MINIMUM WAGE HELPS TO ALLEVIATE POVERTY BY GIVING OUR NATION'S WORKERS A LIVING WAGE.

For more information

Write to the Women's Bureau for:

- The Department of Labor's Suggested Draft Language for Minimum Wage Bill.
- Data on hours and earnings of workers in low-wage occupations, so large a proportion of whom are women.
- Selected minimum wage materials for use by women's organizations.

Address your letter to:

Mary Dublin Keyserling, Director
Women's Bureau
U.S. Department of Labor
Washington, D.C. 20210

Appendix A

Laundry and Cleaning Service Employees 1/ Earning Less Than $1.25 an Hour, by Region, Standard Metropolitan Area, and Sex, June 1963

Region and standard metropolitan area	Women			Men		
	Number of employees 2/	Percent earning		Number of employees 2/	Percent earning	
		Under $1.00	Under $1.25		Under $1.00	Under $1.25
United States	322,139	30.6	60.7	96,744	9.1	26.7
Northeast	78,590	.2	41.6	30,503	.8	13.0
South	116,094	68.5	90.6	29,525	24.5	53.9
North Central	87,684	19.8	58.8	23,910	5.3	21.1
West	39,771	3.7	16.0	12,806	.6	7.3
Atlanta	2,288	76.0	94.1	524	13.0	55.3
Baltimore	2,366	34.0	84.6	757	6.6	31.3
Boston	2,751	- -	36.6	1,045	- -	6.5
Buffalo	1,287	- -	31.5	321	- -	5.3
Chicago	10,558	- -	51.3	3,456	- -	12.7
Cincinnati	1,271	3.4	18.5	331	- -	2.1
Cleveland	2,684	19.4	63.2	716	2.2	19.4
Denver	1,360	6.5	59.3	280	.4	13.6
Detroit	5,008	5.4	48.0	1,176	2.2	23.6
Indianapolis	1,572	23.4	74.9	368	3.8	37.5
Kansas City	1,476	41.6	67.0	380	5.5	31.1
Los Angeles-Long Branch	7,483	- -	5.5	2,545	- -	.8
Memphis	1,485	90.0	97.2	215	48.4	77.7
Miami	1,920	59.9	83.3	635	3.8	37.0
Milwaukee	1,883	5.1	60.6	403	2.2	17.6
Minneapolis-St. Paul	1,812	- -	2.6	418	- -	3.1
New Orleans	884	77.9	93.7	323	27.2	56.3
New York City	9,057	- -	12.6	6,116	- -	5.9
Newark-Jersey City	4,093	- -	32.4	1,480	- -	8.0
Philadelphia	4,610	.3	54.2	1,642	.4	21.1
Pittsburgh	2,425	2.2	59.4	596	1.5	29.4
Portland, Oregon	855	- -	2.9	226	- -	5.8
St. Louis	2,837	29.4	68.7	570	5.1	40.0
San Francisco-Oakland	3,067	- -	- -	859	- -	- -

1/ Wage data are for nonsupervisory employees, except route men, and exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

2/ Regional tabulations include establishments employing at least 4 workers; metropolitan area data are limited to establishments employing at least 20 workers.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Industry Wage Survey, Bull. No. 1401, June 1964.

Hotel and Motel Employees 1/ Earning Less Than $1.30 an Hour, by Region, Standard Metropolitan Area, and Sex, June 1963

Region and standard metropolitan area	Women				Men			
	Number of employees 2/	Percent earning			Number of employees 2/	Percent earning		
		Under $1.00	Under $1.20	Under $1.30		Under $1.00	Under $1.20	Under $1.30
United States	219,066	45.1	66.3	75.5	197,223	33.9	48.8	56.8
Northeast	51,817	31.4	52.2	60.5	57,805	21.5	36.2	44.2
South	68,138	74.9	87.4	92.7	57,885	59.0	73.6	79.6
North Central	56,132	46.0	74.4	83.8	40,068	38.7	53.0	62.0
West	42,979	12.3	39.3	55.5	41,465	11.5	27.6	37.4
Atlanta	1,072	82.3	88.4	90.9	935	65.3	70.9	75.5
Baltimore	- -	- -	- -	- -	- -	- -	- -	- -
Boston	2,136	16.7	27.7	62.2	3,296	13.4	22.9	37.8
Buffalo	910	17.0	51.9	76.2	925	19.1	41.6	56.6
Chicago	7,155	10.8	34.2	60.1	8,566	23.1	29.8	35.2
Cincinnati	1,119	24.2	68.8	86.1	1,123	23.9	45.8	59.8
Cleveland	1,681	19.1	60.9	77.8	1,807	32.4	50.7	59.1
Denver	1,601	27.5	62.8	74.5	1,704	24.6	55.4	64.2
Detroit	1,872	14.5	56.7	66.2	1,555	19.9	29.3	49.6
Indianapolis	962	64.3	81.4	86.8	953	59.3	69.7	73.3
Kansas City	1,550	60.1	85.0	89.3	1,236	54.0	63.6	73.3
Los Angeles-Long Branch	3,574	.6	25.1	35.9	5,008	14.2	31.3	37.2
Memphis	819	76.2	84.1	86.8	843	70.8	84.7	88.1
Miami	3,742	61.2	75.2	79.2	5,921	39.7	63.4	67.8
Milwaukee	1,023	27.7	37.6	52.7	689	17.9	32.9	43.3
Minneapolis-St. Paul	2,086	4.7	31.0	47.2	1,601	7.3	24.5	43.9
New Orleans	1,831	82.1	88.1	90.7	2,315	67.4	74.7	77.7
New York City	12,534	3.6	4.6	4.9	20,354	14.0	18.4	22.3
Newark-Jersey City	529	31.2	68.2	75.4	741	26.6	46.8	52.9
Philadelphia	1,564	12.3	61.7	69.6	2,012	21.6	51.4	57.5
Pittsburgh	2,512	30.4	39.5	41.6	1,918	23.7	30.2	36.7
Portland, Oregon	933	1.6	5.0	28.1	936	4.6	9.1	22.1
St. Louis	1,915	13.5	69.4	79.1	2,040	30.1	47.2	64.8
San Francisco-Oakland	2,860	.3	1.6	4.3	3,532	.1	7.9	11.9

1/ Wage data are for nonsupervisory employees in year-round hotels, tourist courts, and motels, and exclude tips, value of free meals, rooms and uniforms, if any are provided, as well as premium pay for overtime and for work on weekends, holidays, and late shifts.

2/ Regional tabulations include establishments employing at least 4 workers; metropolitan data are limited to establishments employing at least 20 workers.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Industry Wage Survey, Bull. No. 1406, July 1964.

Eating and Drinking Places: Employees 1/ Earning Less Than $1.25 an Hour, by Region, Standard Metropolitan Area, and Sex, June 1963

Region and standard metropolitan area	Women			Men		
		Percent earning			Percent earning	
	Number of employees 2/	Under $1.00	Under $1.25	Number of employees 2/	Under $1.00	Under $1.25
United States	744,054	55.8	79.0	542,654	23.6	44.7
Northeast	159,944	48.0	74.7	209,766	10.3	35.1
South	226,786	81.2	92.0	132,314	57.5	76.1
North Central	262,991	55.0	82.3	113,022	23.4	45.8
West	94,333	9.4	45.1	87,552	4.2	18.3
Atlanta	5,139	70.2	90.3	3,538	56.8	78.5
Baltimore	7,579	62.4	81.3	5,697	40.0	63.2
Boston	12,715	50.4	68.9	13,693	9.2	36.0
Buffalo	5,064	30.2	67.0	2,799	7.0	44.6
Chicago	19,722	54.2	69.5	19,292	18.4	41.4
Cincinnati	3,911	48.2	71.6	2,860	15.4	55.2
Cleveland	8,309	56.9	74.6	5,218	26.4	49.6
Denver	3,932	47.0	73.2	3,218	27.8	57.7
Detroit	10,970	41.4	67.5	6,130	19.1	44.8
Indianapolis	3,716	64.1	82.7	2,050	34.1	63.8
Kansas City	3,991	58.5	83.4	2,604	32.5	57.8
Los Angeles-Long Branch	28,144	3.6	66.9	28,839	2.4	22.9
Memphis	2,416	86.4	94.6	1,040	80.6	89.0
Miami	4,813	76.6	86.4	5,504	37.9	59.6
Milwaukee	3,989	41.1	70.3	2,256	15.2	41.1
Minneapolis-St. Paul	7,648	6.0	64.7	4,195	3.0	28.4
New Orleans	3,053	84.9	91.1	3,277	60.4	73.2
New York City	19,130	27.7	51.7	63,181	8.5	31.9
Newark-Jersey City	5,211	55.8	75.2	6,267	18.4	40.8
Philadelphia	12,642	62.9	82.5	11,257	12.8	42.1
Pittsburgh	6,378	65.4	79.8	3,605	16.9	57.1
Portland, Oregon	3,427	.3	10.5	2,456	.2	8.8
St. Louis	5,757	32.1	63.0	4,752	28.3	50.0
San Francisco-Oakland	6,949	- -	2.5	12,893	- -	.4

1/ Wage data are for nonsupervisory employees, and exclude tips, the value of free meals, rooms, and uniforms, if any were provided, as well as premium pay for overtime and for work on weekends, holidays, and late shifts.

2/ Regional tabulations include establishments employing at least 4 workers; metropolitan area data are limited to establishments employing at least 20 workers.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Industry Wage Survey, Bull. No. 1400, June 1964.

Employees 1/ in Nursing Homes and Related Facilities, in April 1965, and in Nongovernment Hospitals in Mid-1963, Earning Less Than $1.25 an Hour, by Region, and Selected Standard Metropolitan Area

Region and selected standard metropolitan area	Nursing homes and related facilities			Nongovernment hospitals		
		Percent earning			Percent earning	
	Number of employees 2/	Under $1.00	Under $1.25	Number of employees 3/	Under $1.00	Under $1.25
United States	227,001	29	51	771,471	9	29
Northeast	63,459	9	22	281,882	5	23
South	49,430	69	84	149,666	31	60
North Central	75,995	32	70	242,346	2	25
West	38,117	3	18	97,577	4/	6
Atlanta	921	62	81	4,362	58	71
Baltimore	1,890	50	71	13,394	9	61
Boston	5,618	1	4	26,735	- -	6
Buffalo	1,598	4/	7	9,842	- -	20
Chicago	7,858	8	41	49,482	2	15
Cincinnati	1,631	27	67	8,031	3	44
Cleveland	1,917	14	53	15,817	4/	17
Dallas	1,324	69	83	4,655	11	62
Los Angeles-Long Branch	10,113	1	5	32,025	- -	3
Memphis	436	77	86	4,697	61	74
Minneapolis-St. Paul	3,355	3	46	14,328	- -	- -
New York City	13,205	2	3	63,924	- -	1
Philadelphia	6,247	33	62	33,964	16	58
Portland, Oregon	1,934	2	47	5,582	- -	1
San Francisco-Oakland	4,112	4/	1	13,560	- -	- -

1/ Wage data are for nonsupervisory employees and exclude premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites provided in addition to cash wages.

2/ Includes all employees in facilities having at least 20 beds.

3/ Data limited to hospitals with at least 100 workers.

4/ Less than 0.5 percent.

Source: U.S. Department of Labor, Wage and Hour and Public Contracts Divisions: "A Study To Evaluate the Feasibility of Extending the Minimum Wage Under the Fair Labor Standards Act" for Nursing Homes and Related Facilities, January 1966, and Nongovernment Hospitals, January 1965.

Appendix B

Checklist on Standards Set by State Minimum Wage Laws

State	Law Covers		Type of Law			Rates in effect for		Law with numerical exemptions	Overtime Pay	
			Statutory							
	Men and women	Women and/or minors	Rate of $1.25 or more	Rate less than $1.25	Wage board	Most industries	Few industries		Statutory overtime after 48 hours a week	Overtime by wage order in one or more industries after 48 hours or less
Alaska	X		X			X			X 1/	
Ariz.		X			X		X			
Ark.		X		X		X				
Calif.		X			X	X				X
Colo.		X			X		X			X
Conn.	X		X		X	X				X
Del.	X			X	X	X				
D.C.		X			X	X				X
Hawaii	X		X			X			X 1/	
Idaho	X			X		X				
Ill.2/		X			X					
Ind.	X			X	X	X		X		
Kans.2/		X			X					
Ky.	X				X	X				X
La.2/		X			X					
Maine	X			X		X		X	X	
Md.	X			X			X	X		
Mass.	X		X		X	X			X 1/	X
Mich.	X			X	X	X		X		
Minn.		X			X	X				
Nev.	X		X			X				
N.H.	X		X		X	X				
N.J.		X			X		X			X
N. Mex.	X			X		X		X		
N.Y.	X		X		X	X				X
N.C.	X			X		X		X		
N. Dak.	X				X		X			
Ohio		X			X		X			
Okla.	X			X			X	X		
Oreg.		X			X	X				X
Pa.	X			X	X	X				X
P.R.	X			X	X	X				X
R.I.	X		X		X	X				X
S. Dak.	X			X		X				
Utah		X			X		X			
Vt.	X		X		X	X		X		
Wash.	X		X		X	X				
W. Va.3/	X			X		X		X	X	
Wis.		X			X	X				
Wyo.	X			X		X				

1/ Alaska provides for payment of overtime pay after an 8-hour day and 40-hour week; Hawaii and Massachusetts after a 40-hour week.

2/ Law inoperative.

3/ Minimum wage rates and overtime not in effect until January 1967.

MINIMUM WAGE STATUS OF 50 STATES, DISTRICT OF COLUMBIA, AND PUERTO RICO

State	Type of law	Employees covered*	Basic minimums**
Alabama	No law		
Alaska	Statutory	Men, women, and minors	$1.75 an hour.
Arizona	Wage board	Women and minors	52¢-60¢ an hour for retail, laundry and drycleaning.
Arkansas	Statutory	Females	$1.25 a day.
California	Wage board	Women and minors	$1.30 an hour for major trades, including agriculture.
Colorado	Wage board	Women and minors	90¢-$1.00 an hour for laundry, retail, public housekeeping, by population; $1.00-$1.25 for beauty service.
Connecticut	Statutory (also wage orders)	Men, women, and minors	$1.25 an hour (allowance for gratuities, 45¢ less an hour in hotel and restaurant industries; 35¢, other industries).
Delaware	Statutory 1/	Men, women, and minors	$1.00 an hour.
District of Columbia	Wage board	Women and minors	$1.03-$1.25 an hour for major trades; 66¢, service in hotels and restaurants; $1.15, laundry and drycleaning; $1.25, clerical and semitechnical, retail, building service.
Florida	No law		
Georgia	No law		
Hawaii	Statutory	Men, women, and minors	$1.25 an hour.
Idaho	Statutory	Men, women, and minors	$1.00 an hour.
Illinois	Wage board	Women and minors	No orders in effect.
Indiana	Statutory 1/	Men and women	$1.00 an hour.
Iowa	No law		
Kansas	Wage board	Women and minors	No orders in effect.
Kentucky	Wage board	Men, women, and minors	65¢-75¢ an hour for major trades, by zone.
Louisiana	Wage board	Females	No orders in effect.
Maine	Statutory	Men, women, and minors	$1.15 an hour.
Maryland	Statutory 1/	Men, women, and minors	$1.00 an hour.

See footnotes page 17.

MINIMUM WAGE STATUS OF 50 STATES, DISTRICT OF COLUMBIA, AND PUERTO RICO--Continued

State	Type of law	Employees covered*	Basic minimums**
Massachusetts	Statutory (also wage orders)	Men, women, and minors	$1.30 an hour; $1.00, ushers, ticket sellers and takers; 85¢, service.
Michigan	Statutory 1/	Men and women	$1.15 an hour.
Minnesota	Wage board	Women and minors	$1.15 an hour for manufacturing; transportation; professional, technical, clerical, and similar occupations; 70¢-$1.00 for other major trades, by population.
Mississippi	No law		
Missouri	No law		
Montana	No law		
Nebraska	No law		
Nevada	Statutory	Men, women, and minors	$1.25 an hour.
New Hampshire	Statutory (also wage orders for women and minors)	Men, women, and minors	$1.25 an hour; 95¢, laundry employees, nurse aides, and practical nurses in nonprofit hospitals, orphanages, etcetera; 90¢, theater ushers and pinboys in bowling alleys. By wage order: $1.00, hotel, motel, cabin, tourist home, and restaurant (75¢, bus boys, chambermaids, and elevator operators in resort hotels); 62¢, service.
New Jersey	Wage board	Women and minors	$1.00-$1.50 an hour for beauty, mercantile, laundry, and restaurant occupations (80¢, employees serving persons in automobiles and 66¢, service employees).
New Mexico	Statutory	Men, women, and minors	90¢ an hour; 80¢, service.
New York	Statutory (also wage orders)	Men, women, and minors	$1.25 an hour (allowance for gratuities by wage orders, 15¢-35¢ less an hour).
North Carolina	Statutory	Men, women, and minors	$1.00 an hour.
North Dakota	Wage board	Men, women, and minors	65¢-85¢ an hour for manufacturing, laundry and drycleaning, public housekeeping; $1.00, mercantile; 50¢-75¢, telephone exchanges.

See footnotes page 17.

MINIMUM WAGE STATUS OF 50 STATES, DISTRICT OF COLUMBIA, AND PUERTO RICO--Continued

State	Type of law	Employees covered*	Basic minimums**
Ohio	Wage board	Women and minors	75¢ an hour (55¢, service) food and lodging; 90¢, drycleaning; $1.00, laundry.
Oklahoma	Statutory 2/	Men and women	$1.00 an hour.
Oregon	Wage board	Women and minors	75¢-$1.25 an hour for major trades.
Pennsylvania	Statutory (also wage orders)	Men, women, and minors	$1.00 an hour (allowance for gratuities, 35¢ less an hour).
Puerto Rico	Statutory (also wage orders)	Men, women, and minors	$1.25 an hour (highest rate to be set by wage board).
Rhode Island	Statutory (also wage orders)	Men, women, and minors	$1.25 an hour (allowance for gratuities, 10¢ less an hour for drivers of taxicabs and limited public service drivers; 40¢, restaurants, hotels, and other industries); $1.00, religious, charitable organizations, etcetera.
South Carolina	No law		
South Dakota	Statutory	Men and women (over 14 years of age).	$17.00 and $20.00 a week, by population.
Tennessee	No law		
Texas	No law		
Utah	Wage board	Women and minors	$1.00-$1.15 an hour for retail, laundry and drycleaning, restaurant, and public housekeeping, by zone.
Vermont	Statutory 1/	Men, women, and minors	$1.25 an hour (70¢ and 75¢ by wage order for service); $1.00 an hour for summer camp service staff.
Virginia	No law		
Washington	Statutory (also wage orders for women and minors)	Men and women	$1.25 an hour.

See footnotes page 17.

MINIMUM WAGE STATUS OF 50 STATES, DISTRICT OF COLUMBIA, AND PUERTO RICO--Continued

State	Type of law	Employees covered*	Basic minimums**
West Virginia	Statutory	Men and women	$1.00 an hour.
Wisconsin	Wage board	Women and minors	$1.00-$1.10 an hour for major trades and domestic service, by population; $1.00 for agriculture.
Wyoming	Statutory	Men and women	$1.00 an hour.

*Generally State minimum wage laws apply only to specified industries or occupations. For more detailed information on State minimum wage laws, see Bulletin 291 and related publications of the Women's Bureau.

**Basic minimums are exclusive of learners and minor rates.

1/ Wage Adjustment Board may determine deductions and/or establish subminimum rates for certain categories of employees.

2/ Also has inoperative wage board law.